

STATE ROOFER AND WATERPROOFER APPRENTICESHIP ADVISORY COMMITTEE

Wednesday, May 29, 2013

Roofers Local #65
16601 W Dakota St.
New Berlin, WI

DRAFT MINUTES

<u>MEMBERS PRESENT</u>	<u>EMPLOYER/ORGANIZATION</u>
Bartowitz, Alfred (Skip)	Roofers Local #65
Busalacchi, Chris	Schranz Roofing
Ferreira, Gerry (Co-Chair)	Roofers Local #65
Noffke, Ben	Noffke Roofing (ABC)
Utecht, Allen	Walsdorf Roofing Co. (ABC)

<u>MEMBERS ABSENT</u>	<u>EMPLOYER/ORGANIZATION</u>
Langer, Mark (Co-Chair)	Langer Roofing & Sheet Metal
McNulty, Dennis	Roofers Local #65

<u>CONSULTANTS & GUESTS</u>	<u>EMPLOYER/ORGANIZATION</u>
Belanger, Wayne	Associated Builders & Contractors
Breitlow, Lois	SE WI Area Roofing JAC
Scheldroup, Bob	Bureau of Apprenticeship Standards – Milwaukee
Smith, Owen	Bureau of Apprenticeship Standards - Madison
Triscari, Nick	Milwaukee Area Technical College

- 1. The meeting was called to order** at 10:00 p.m. by Gerry Ferreira, in conformance with the Wisconsin Open Meeting Law.
- 2. Roll-call** was taken. A sign-in sheet was distributed. A quorum was ruled.
- 3. The minutes of the November 28, 2012 meeting** were approved with the following revisions:
several misspellings of Gerry Ferreira were corrected.

4. Old Business

a. SAGE Grant Update

- I. SAGE concludes on June 30, 2013. Financial support for training related expenses concludes May 31, 2013.
- II. SAGE Personnel Change: Palle Pederson is the new SAGE grant manager. He replaces Bill Goff, who accepted a permanent position with the Department of Administration. Palle is responsible for the grant budget, supportive service and the grant close-out. Contact Palle at 608-266-5135 or palle.pederson@dwd.wisconsin.gov. Becky Haug is still the SAGE outreach coordinator. She is responsible for concluding SAGE purchases, conducting site visits, and the grant close-out. Contact Becky at 608-266-5373 or becky.haug@dwd.wisconsin.gov.
- III. Discrete Training: Owen Smith asked members to identify a time window in which either all Roofer apprentices or all Roofer apprentices in a particular year in their program had completed some portion of SAGE training. Owen explained that SAGE staff must report two key types of participant information to the U. S. Dept. of Labor: how many apprentices participated in the training, and how many completed the training. SAGE staff assumed that all apprentices would participate in the training, because it is integrated throughout the apprenticeship program. However, under that assumption, apprentices would complete training when they complete their program, which is likely after the grant period. Therefore, SAGE staff report apprentices who complete a specific portion of SAGE training, not all the training, as having completed training.

Members reported that all apprentices who began their contract between January 1, 2009 and December 15, 2012, have completed some portion of SAGE training. This assumption stands for both JAC and ABC apprentices.

- IV. Journey Worker Upgrade Sessions: Owen Smith reminded members that the local committees are responsible for making at least some SAGE training items available for journey worker upgrade sessions through June 30, 2013. Gerry reported that the last upgrade session was February 2013. Eleven journey workers participated. He gave the SAGE Individual Information for two individuals to Owen. Gerry reported that he will hold job-site upgrade sessions on the robotic welder, if a contractor needs them. Wayne Belanger reported that ABC will not hold upgrade sessions before the end of the grant due to lack of need and interest.

As a result of this discussion, Gerry will collect and send the SAGE individual information sheets for the nine remaining participants to Owen.

- V. BAS Site Visits: Owen Smith reminded members that SAGE staff will visit on-site in June or July to visually confirm SAGE training items and their serial or internal inventory numbers.

b. Toolbox Talks

Owen Smith asked whether members had distributed Toolbox Talks discussion sheets to their employers, and if so, how employers' received them. JACs and ABC reported that they distributed the sheets, but employers found only a few of the sheets useful. Most duplicated material used or topics covered in OSHA training or employer orientation.

5. New Business

a. 2014 Apprenticeship Conference

Owen Smith distributed the "Call for Conference Workshop Proposals for Wisconsin's 26th Biennial Apprenticeship Conference." The theme of the Conference is "The Apprenticeship Solution: Meeting the Challenge."

The four broad workshop tracks are:

1. Challenge of a Changing Workforce – Potential topics:
 - Population shortages
 - Worker & Skill shortages
 - Generational Differences
 - Technology
2. Challenge of Partnership in Workforce Development – Potential topics:
 - Introductory "101" workshops to help audience understand more about a program, such as Apprenticeship, WIA, Youth Apprenticeship, DPI, WTCS
 - Continuation of Collaborate for Success Initiative
3. Challenge of Regulation and Policy – Potential topics:
 - Apprenticeship Regulations
 - Child Labor Laws
 - UI Benefits (apprentice and sponsor perspective)
 - Licensing (Barbering & Cosmetology, Electrical, Plumbing, etc.)
4. Challenge of Awareness & Outreach – Potential topics:
 - Working with the K-12 System
 - Recruitment of Apprenticeship Sponsors

Attendance at the 26th Biennial Apprenticeship Conference will include the 1) Workforce Development community which includes Workforce Development Boards, Community Based Organizations, WIA Service Providers, Job Service employees, and Economic Support; the 2) Education Community including K-12 teachers, principals, counselors, board members and Wisconsin Technical College System employees, and 3) the Apprenticeship Community including employers, members of employer associations, labor and employees.

DWD Secretary Newson asked BAS to broaden the scope of the 2014 Conference to include a greater variety of topics, audiences and speakers. Owen asked committee members to contact her with suggestions for topics and workshops. The deadline for submissions is June 3.

As a result of this discussion, the conference will be an agenda item for the fall meeting.

d. Outreach Update

- I. Outreach Campaign to Manufacturing was launched by BAS in April. The campaign targets the industrial sector which has frequently cited a skills gap and lack of qualified workers and, like the construction sector, will soon face the retirement of much of the 65-year-old workforce without a sufficient population turning 18, the earliest age of an entry-level worker. The campaign call-to-action encourages more manufactures to invest in the future of their unskilled workers by training them through the apprenticeship program rather than through skill-specific boot camps.
- II. Outreach Campaign to K-12: Through the Advisory Council, BAS developed a series of brochures on the educational value of an apprenticeship and careers in the skilled trades; target audiences include students, parents, teachers and technical colleges. The material was included in a mass mailing by the Department of Public Instruction to superintendents and heads of the school boards. The Bureau is awaiting feedback from the mailing.

The campaign includes the following: “Get your degree in doing” billboards in Green Bay, Madison, Milwaukee and Wausau; and a public service announcement emphasizing the value of an education in the skilled trades not just a four-year degree; three videos on the value of apprenticeship training; news events with Secretary Newson; news releases posters; post cards; flash drives; and adhesive cloths to wipe smart phones.

d. Other

Members asked why the Northern JAC was not represented on the state committee.

As a result of this discussion, BAS will inquire into the status of the Northern JAC and recruit a representative.

6. WTCS Update

Nick Triscari reported that Milwaukee Area Technical College is working with DWD on the manufacturing outreach campaign, and has several information sessions planned with area employers.

7. Review Roofing Apprenticeship program Participants

a. Current Participants

Ninety-two apprentices and twenty-nine employers are currently participating in the program. The apprentice total decreased slightly from 94 apprentices in November 2012, and decreased greatly from the range of 120-176 between 2007 – 2011.

b. Requests for Additional Data and Data Presentations

Owen Smith asked committee members to consider additional data and graphical presentations that would help members comprehend the state of the programs and make more informed decisions. BAS will acquire new reporting software this summer that be capable of presenting more data in more ways. For example, BAS will bring to the fall meeting a line graph of annual employer totals from 2000 – 2013.

Members suggested a comparative historical fact or statistic, such as the average work hours for the average apprentices; and completion data by year.

As a result of this discussion, BAS will consider implementing a comparative historical fact or statistics, and email a link to completion data already posted on the BAS website.

8. The next meeting is tentatively scheduled for Tuesday, October 8, 2013, at 10:00 a.m. at the Roofers Local 65 in New Berlin.

9. The meeting was adjourned at 11:20 a.m.

Submitted by Owen Smith, Program Analyst.